



Pearl Meyer



**2021 Bank Director Compensation and
Governance Practices Survey Report**

Participant List

2021 Bank Director Compensation and Governance Practices Survey Participant List – Alphabetical

Institution	State
Adams Community Bank	MA
Altamaha Bank and Trust Company	GA
American Commerce Bank	GA
American Pride Bank	GA
Arrow Financial Corporation	NY
Athol Savings Bank	MA
Avidia Bank	MA
Bank of Botetourt	VA
Bank of Charles Town	WV
Bank of Clarke County	VA
Bank of Marin	CA
Bank of New Hampshire	NH
Bank of Oak Ridge	NC
Bank of the Sierra, Inc.	CA
BankFive	MA
BankSouth	GA
Bankwell	CT
Bath Savings Institution	ME
Bay State Savings Bank	MA
BayCoast Bank	MA
Bellco Credit Union	CO
Benchmark Community Bank	VA
Biddeford Savings Bank	ME
Blue Ridge Bank	VA
Bristol County Savings Bank	MA

2021 Bank Director Compensation and Governance Practices Survey Participant List – Alphabetical (continued)

Institution	State
Broadway Federal Bank	CA
Brookline Bank	MA
Cape Ann Savings Bank	MA
Capital Farm Credit	TX
Carter Bank & Trust	VA
Cayuga Lake National Bank	NY
Central Bank	FL
Centreville Bank	RI
Century Bancorp, Inc.	MA
Century Bank of Georgia	GA
Chelsea Groton Bank	CT
Chesapeake Bank	VA
Citizens and Farmers Bank	VA
Citizens Bank and Trust (VA)	VA
Claremont Savings Bank	NH
Clinton Savings Bank	MA
Coastal Heritage Bank	MA
Coastal States Bank	SC
Commerce National Bank & Trust	FL
Community Bank of Pickens County	GA
Community Bank of the Chesapeake	MD
Country Bank (MA)	MA
Dacotah Bank	SD
Dedham Institution for Savings	MA
Dime Bank	CT

2021 Bank Director Compensation and Governance Practices Survey Participant List – Alphabetical (continued)

Institution	State
Eagle Bank	MA
East Cambridge Savings Bank	MA
Eastern Bank	MA
Eastern Savings Bank	CT
Envision Bank	MA
Esquire Bank NA	NY
Essex Bank	VA
Essex Savings Bank	CT
F&M Bank (GA)	GA
Fairfield County Bank	CT
Farmers Bank	VA
First Carolina Bank	NC
First Chatham Bank	GA
First Choice Bank	CA
First Citrus Bank	FL
First Community Bank (VA)	VA
First Community Credit Union (MO)	MO
First Federal Bank (FL)	FL
First Federal, Port Angeles	WA
First Interstate Bank	MT
First National Bank (VA)	VA
Florence Savings Bank	MA
Florida Business Bank	FL
Florida Capital Bank, National Association	FL
Franklin Savings Bank (ME)	ME

2021 Bank Director Compensation and Governance Practices Survey Participant List – Alphabetical (continued)

Institution	State
GBC International Bank	CA
Georgia Community Bancorp	GA
Gorham Savings Bank	ME
Greenfield Cooperative Bank	MA
Guaranty Bank & Trust	TX
Haverhill Bank	MA
Heritage First Bank	GA
Home Bank	LA
HomeStreet Bank	WA
Ion Bank	CT
Jewett City Savings Bank	CT
Katahdin Trust Company	ME
Kearny Bank	NJ
Kennebunk Savings Bank	ME
KS Bank	NC
Lake City Bank	IN
Lake Shore Savings Bank	NY
Ledyard National Bank	NH
Lee Bank	MA
Live Oak Bank	NC
Lowell Five	MA
Lumbee Guaranty Bank	NC
M&F Bank	NC
Main Street Bank (MA)	MA
Marine Bank & Trust Company	FL

2021 Bank Director Compensation and Governance Practices Survey Participant List – Alphabetical (continued)

Institution	State
Mascoma Bank	NH
Middlesex Federal Savings Bank, F.A.	MA
MidFirst Bank	OK
Monson Savings Bank	MA
Montecito Bank and Trust	CA
National Bank of Middlebury	VT
Newburyport Bank	MA
Nicolet National Bank	WI
North Brookfield Savings Bank	MA
North Country Savings Bank	NY
North Shore Bank	MA
Northeast Georgia Bank	GA
Northfield Savings Bank	VT
Norway Savings Bank	ME
Norwood Bank	MA
OneSouth Bank	GA
Oregon Community Credit Union	OR
Pacific National Bank	FL
Partners Bank	ME
Passumpsic Savings Bank	VT
Pathfinder Bank	NY
Pennsylvania State Employees Credit Union	PA
Pentagon Federal Credit Union	VA
Pentucket Bank	MA
Peoples Bank (WA)	WA

2021 Bank Director Compensation and Governance Practices Survey Participant List – Alphabetical (continued)

Institution	State
People's Bank of Commerce	OR
PeoplesBank	MA
Plumas Bancorp	CA
Quantum National Bank	GA
Reading Co-Operative Bank	MA
Republic Bank of Chicago	IL
Rhinebeck Bank	NY
River City Bank (CA)	CA
Rondout Savings Bank	NY
Roxboro Savings Bank	NC
Saco & Biddeford Savings Institution	ME
Salem Co-operative Bank	NH
Savers Bank	MA
Select Bank & Trust	NC
Skowhegan Savings Bank	ME
Skyline National Bank	VA
Solvay Bank	NY
South Georgia Banking Company	GA
Surrey Bank & Trust	NC
TC Federal Bank	GA
The American National Bank of Texas	TX
The Bank of Bennington	VT
The Bank of Canton	MA
The Bank of Soperton	GA
The Citizens Bank of Swainsboro	GA

2021 Bank Director Compensation and Governance Practices Survey Participant List – Alphabetical (continued)

Institution	State
The Cooperative Bank of Cape Cod	MA
The First Bank of Greenwich	CT
The Guilford Savings Bank	CT
The Lyons National Bank	NY
The Pittsfield Cooperative Bank	MA
Thomaston Savings Bank	CT
Tompkins Financial Corporation	NY
Torrington Savings Bank	CT
Truliant Federal Credit Union	NC
TruPoint Bank	VA
Union Bank	VT
Union Savings Bank	CT
United Bank	GA
Utilities Employees Credit Union	PA
Walpole Co-operative Bank	MA
Watertown Savings Bank	MA
Webster Five Cents Savings Bank	MA
West Shore Bank	MI
Westfield Bank	MA
Winchester Co-operative Bank	MA
Windsor Federal Savings	CT
Yampa Valley Bank	CO

2021 Bank Director Compensation and Governance Practices Survey Participant List – By Asset Size as of 12/31/2020

Asset Size Less Than \$500 Million	State
Altamaha Bank and Trust Company	GA
American Commerce Bank	GA
American Pride Bank	GA
Bay State Savings Bank	MA
Broadway Federal Bank	CA
Cayuga Lake National Bank	NY
Central Bank	FL
Century Bank of Georgia	GA
Citizens Bank and Trust (VA)	VA
Claremont Savings Bank	NH
Commerce National Bank & Trust	FL
Community Bank of Pickens County	GA
Eagle Bank	MA
Eastern Savings Bank	CT
Essex Savings Bank	CT
F&M Bank (GA)	GA
First Chatham Bank	GA
Florida Business Bank	FL
Florida Capital Bank, National Association	FL
Franklin Savings Bank (ME)	ME
Georgia Community Bancorp	GA
Heritage First Bank	GA
Jewett City Savings Bank	CT
KS Bank	NC
Lee Bank	MA

Participant List

2021 Bank Director Compensation and Governance Practices Survey Participant List – By Asset Size as of 12/31/2020

Asset Size Less Than \$500 Million	State
Lumbee Guaranty Bank	NC
M&F Bank	NC
Marine Bank & Trust Company	FL
Middlesex Federal Savings Bank, F.A.	MA
National Bank of Middlebury	VT
North Brookfield Savings Bank	MA
North Country Savings Bank	NY
OneSouth Bank	GA
Rondout Savings Bank	NY
Roxboro Savings Bank	NC
Salem Co-operative Bank	NH
Surrey Bank & Trust	NC
TC Federal Bank	GA
The Bank of Bennington	VT
The Bank of Soperton	GA
The Citizens Bank of Swainsboro	GA
The First Bank of Greenwich	CT
The Pittsfield Cooperative Bank	MA
Yampa Valley Bank	CO

Participant List

2021 Bank Director Compensation and Governance Practices Survey Participant List – By Asset Size as of 12/31/2020

Asset Size \$500 Million to \$1 Billion	State
Adams Community Bank	MA
Athol Savings Bank	MA
Bank of Botetourt	VA
Bank of Charles Town	WV
Bank of Oak Ridge	NC
BankSouth	GA
Benchmark Community Bank	VA
Biddeford Savings Bank	ME
Cape Ann Savings Bank	MA
Clinton Savings Bank	MA
Coastal Heritage Bank	MA
Dime Bank	CT
Envision Bank	MA
Esquire Bank NA	NY
Farmers Bank	VA
First Citrus Bank	FL
First National Bank (VA)	VA
GBC International Bank	CA
Greenfield Cooperative Bank	MA
Haverhill Bank	MA
Katahdin Trust Company	ME
Lake Shore Savings Bank	NY
Ledyard National Bank	NH
Monson Savings Bank	MA
Northeast Georgia Bank	GA

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2021 Bank Director Compensation and Governance Practices Survey Participant List – By Asset Size as of 12/31/2020

Asset Size \$500 Million to \$1 Billion	State
Norwood Bank	MA
Pacific National Bank	FL
Partners Bank	ME
Passumpsic Savings Bank	VT
Pentucket Bank	MA
People's Bank of Commerce	OR
Quantum National Bank	GA
Reading Co-Operative Bank	MA
Savers Bank	MA
Skowhegan Savings Bank	ME
Skyline National Bank	VA
South Georgia Banking Company	GA
The Bank of Canton	MA
The Guilford Savings Bank	CT
Torrington Savings Bank	CT
TruPoint Bank	VA
Walpole Co-operative Bank	MA
Webster Five Cents Savings Bank	MA
West Shore Bank	MI
Winchester Co-operative Bank	MA
Windsor Federal Savings	CT

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2021 Bank Director Compensation and Governance Practices Survey Participant List – By Asset Size as of 12/31/2020

Asset Size \$1 Billion to \$2.5 Billion	State
Avidia Bank	MA
Bank of Clarke County	VA
Bank of New Hampshire	NH
BankFive	MA
Bankwell	CT
Bath Savings Institution	ME
BayCoast Bank	MA
Blue Ridge Bank	VA
Centreville Bank	RI
Chelsea Groton Bank	CT
Chesapeake Bank	VA
Citizens and Farmers Bank	VA
Coastal States Bank	SC
Community Bank of the Chesapeake	MD
Country Bank (MA)	MA
Dedham Institution for Savings	MA
East Cambridge Savings Bank	MA
Essex Bank	VA
Fairfield County Bank	CT
First Carolina Bank	NC
First Choice Bank	CA
First Federal, Port Angeles	WA
Florence Savings Bank	MA
Gorham Savings Bank	ME
Ion Bank	CT

2021 Bank Director Compensation and Governance Practices Survey Participant List – By Asset Size as of 12/31/2020

Asset Size \$1 Billion to \$2.5 Billion	State
Kennebunk Savings Bank	ME
Lowell Five	MA
Main Street Bank (MA)	MA
Mascoma Bank	NH
Montecito Bank and Trust	CA
Newburyport Bank	MA
North Shore Bank	MA
Northfield Savings Bank	VT
Norway Savings Bank	ME
Oregon Community Credit Union	OR
Pathfinder Bank	NY
Peoples Bank (WA)	WA
Plumas Bancorp	CA
Republic Bank of Chicago	IL
Rhinebeck Bank	NY
Saco & Biddeford Savings Institution	ME
Select Bank & Trust	NC
Solvay Bank	NY
The Cooperative Bank of Cape Cod	MA
The Lyons National Bank	NY
Thomaston Savings Bank	CT
Union Bank	VT
United Bank	GA
Utilities Employees Credit Union	PA
Watertown Savings Bank	MA
Westfield Bank	MA

2021 Bank Director Compensation and Governance Practices Survey Participant List – By Asset Size as of 12/31/2020

Asset Size Over \$2.5 Billion	State
Arrow Financial Corporation	NY
Bank of Marin	CA
Bank of the Sierra, Inc.	CA
Bellco Credit Union	CO
Bristol County Savings Bank	MA
Brookline Bank	MA
Capital Farm Credit	TX
Carter Bank & Trust	VA
Century Bancorp, Inc.	MA
Dacotah Bank	SD
Eastern Bank	MA
First Community Bank (VA)	VA
First Community Credit Union (MO)	MO
First Federal Bank (FL)	FL
First Interstate Bank	MT
Guaranty Bank & Trust	TX
Home Bank	LA
HomeStreet Bank	WA
Kearny Bank	NJ
Lake City Bank	IN
Live Oak Bank	NC
MidFirst Bank	OK
Nicolet National Bank	WI
Pennsylvania State Employees Credit Union	PA
Pentagon Federal Credit Union	VA

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Asset Size Over \$2.5 Billion	State
PeoplesBank	MA
River City Bank (CA)	CA
The American National Bank of Texas	TX
Tompkins Financial Corporation	NY
Truliant Federal Credit Union	NC
Union Savings Bank	CT